What Is DCIPS?

DCIPS is the new Title 10 Excepted Service human capital management system for the DoD Intelligence Community (IC). It's the new way in which Army Intelligence will manage our civilian workforce. DCIPS also emphasizes *recognizing employees*, *developing individuals* and *rewarding performance*.

At The Core of DCIPS:

- Aligning work with mission and/or organizational goals
- Communicating the link between how your contributions tie to the mission/organizational goals
- Acknowledging and rewarding performance results
- Distinguishing levels of performance and ensuring that contributions are rewarded appropriately

How will it Benefit the Intelligence Community?

- Strengthens our ability to face the ever changing demands placed on the IC
- DoD's mission and goals cascade through every organization which affords employees the opportunity to link performance expectations to the overall mission

Upcoming DCIPS Events:

- Transition Manager Summit
- Executive Road Shows
- Town Halls and VTCs
- Monthly releases of "The EYE of DCIPS"

Visit the DCIPS website for more information at:

NIPRnet:
http://www.dami.army.pentagon.mil/site/dcips/
SIPRnet:
http://www.dami.army.smil.mil/site/dcips
JWICS: http://www.dami.ic.gov/site/dcips

Enhanced Performance Management Process
Results-driven performance objectives and performance elements address *what* and *how* achievements are accomplished

New Occupational Structure
Common structure aligns the DoD IC to facilitate agility, mobility and information sharing

Enhanced Career Management
Enterprise-wide occupational-based road maps identify career paths, progression and relevant skills training

New Pay Band System
Setting and administering of pay using five pay bands, three occupational work categories (professional, supervision/management, technician/administrative support) and four levels of performance (entry/developmental, full performance, senior, expert) to meet the unique needs of the IC

New Performance-Based Payouts
Salary and/or bonuses are directly tied to

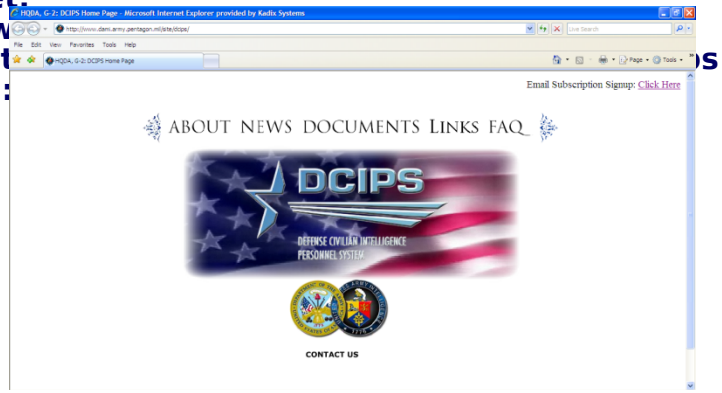
DCIPS Overview

PREPARING FOR DCIPS:

- Stay informed through DCIPS venues --Town Halls, VTCs, and Executive Road Shows
- Educate yourself through DCIPS training, website, briefings, brochures, and the EYE of DCIPS newsletter
- Communicate with your transition managers, supervisors and peers
- Ask questions -- the DCIPS Team is a valuable resource to help you

Be sure to visit the DCIPS website for additional information, updates, and to sign up for a subscription to receive information as it becomes available!

NIPRnet:
http://w
SIPRnet
JWICS:



DCIPS
DEFENSE CIVILIAN INTELLIGENCE PERSONNEL SYSTEM

DCIPS Overview

The Defense Civilian Intelligence Personnel System

DCIPS is the new Title 10 Excepted Service human capital management system for the DoD Intelligence Community. DCIPS emphasizes recognizing employees, developing individuals and rewarding performance.